

Circuit

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Cell phone work is boost to BPA

The boom in cellular telephones has led to new telephone area codes in Oregon and Washington. But it has also brought some new business and revenue to BPA in recent years.

Cell phones and other wireless systems need tall antennas to relay messages. That means phone companies must locate sites to build towers and install their equipment. In the Pacific Northwest, it means construction in forests, on mountains, in remote areas or in sensitive environmental terrain.

And that's exactly where BPA comes in. BPA's 15,000-mile transmission grid crisscrosses much of the Northwest. Its high voltage line towers and substation microwave towers are ready-made sites for cell phone antennas.

BPA has been installing antennas on its system for the past few years. Line crews in the Puget Sound area have become expert at the work. Telephone and cell companies contract with BPA for the work and then pay to lease the antenna sites.

Lineman foreman Bob Sweet at Snohomish says transmission line maintenance crews there and at Covington have been very busy this fall putting up new antennas. He said the two districts have close to 70 operating sites between them.

"BPA employees do all the installation work from the ground to the top of our towers," Sweet says. "We also do all the maintenance on any antenna, cable or other cell site components attached to BPA towers. The phone companies maintain their

electronic equipment on the ground."

Sweet says that BPA can install several antennas on a single tower – so long as they are designed for safety to the power system. "Many of our towers have multiple antennas," he says. "For instance, we have a Bell



Antenna antics – These Snohomish linemen aren't being funny but their work high on BPA transmission towers does draw attention. Mike Deason, Curt Martin, Garry Oberst, Tom Marr and working foreman Steve Scott are installing cell phone antennas on the BPA grid near Puget Sound.

Photos by Bob Sweet

South antenna on the top of our Snohomish microwave tower. Below it is a Voicestream antenna, and below Voicestream is a US West antenna at the 80-foot level."

Sweet says the TLM workers are proud of their work outside of the regular power grid maintenance. "It has blossomed into a great source of revenue for BPA," he says. "And it also helps others in several ways. The wireless companies don't have to struggle to find sites to build in remote areas. Many communities aren't faced with unsightly towers. And fewer new construction sites will be built that disturb the environment." ◀

A BPA team from the Ross Complex is helping the Army Corps of Engineers refurbish transformers at Lower Monumental Dam on the Snake River. Three electricians – Russ May, Jim Potts and Mario Perez – have been working at the dam 30 miles northeast of Pasco, Wash., since early August.

This is the first time a BPA crew has worked with a Corps crew on a Corps project. A BPA crane and operator have joined the electricians for work on the larger transformers.

The project is expected to take four months, said Ross electrician foreman Tom Huffman. Huffman put together a \$600,000 bid for the work



Lower Monumental work – A BPA electrical crew helps the Army Corps of Engineers refurbish its transformer banks at the Snake River dam east of Pasco, Wash. (Above) Foreman Russ May hands equipment to Jim Potts who's working inside a transformer. Electricians Mario Perez and Potts (right) work around radiators on a transformer.

Photos by Bob Heims

Crew helps refurbish Snake River project

after the Corps approached BPA on it. He said BPA's electricians are working many 12-hour days and seven days a week to get the job done by the end of November.

Lower Monumental has eight transformers in two banks. Generators can't run while people work on the transformers. The refurbishing will clean transformers and replace parts that have worn down over the years. The work will raise the efficiency of the project when it's done.

May said his crew "is doing a really awesome job" at Lower Monumental. The Corps said it is pleased with the work. BPA's experience at Lower Monumental could lead to similar project in the future. ◀



Action fits CFC drive to a tee

Managers at Portland and Vancouver are putting more action into this year's Combined Federal Charities campaign. And metro area charities stand to gain some action in the form of volunteer service time.

Senior Vice President Steve Wright issued a challenge from his Corporate team. And the four other major work groups took up the challenge. The front office and general counsel combined. The Power Business Line, Transmission Business Line and Shared Services complete the field.

The challenge is to have the highest percent increase in people who sign up for CFC over last year. Obviously, only one major group will come out on top. So what happens to those that finish second, third, fourth and last? The managers of those work groups will have the opportunity to put in some time for a charity in the area.

Each group determines who and how many of its managers are on the carpet. The charities must be in CFC or otherwise be certified non-profit groups. Managers from the major business group that finishes second in the challenge will work one hour for the charity they choose. Those in the group that comes in third will work two hours for a charity. Managers in the fourth and fifth place

groups will volunteer three and four hours, respectively.

Wright said the CFC challenge is a real winner for everyone. "The CFC and charities win, and that's the way it should be," he said. "Managers from four out of five BPA business groups won't win the challenge," he said, "but they will gain something and help the community by giving their time for good causes."

Wright said, "The BPA challenge for this year's drive fits the CFC theme to a tee – Federal Employees Doing and Sharing." ◀

(Editor's note: All BPA employees get CFC notices and material from BPA. Portland and Vancouver are part of the nine-county Columbia area of Ore. and Wash. BPA folks elsewhere come under other CFC areas.)



A winning face? – You bet! And Judy Polenske was happy about her win for CFC. For the whole story of what the Seattle office did for this year's Combined Federal Campaign, see page 2.

Photo by Mark Freckleton



Senior VP Steve Wright donned cleaning and repair tools for the latest all-employee meeting. He issued a charity work challenge to managers of BPA work groups.

Photo by Sherry Lind

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Group is on carving edge

Employees in environment, fish and wildlife got a **heads up** on the holidays in late Oct. Four headquarters teams competed in a pumpkin-carving contest. The friendly **face-off** took place over the lunch hour – of course.

The event **pitted top-seeded** pumpkin perforators against each other. Fish and wildlife, budget and finance, pollution fighters and the hydro integrators attacked their gourds **hole-heartedly**. Nary a seed remained at the end.

When the teams finished their handiwork, all folks in EF&W got to vote for their favorite. The winning team got a plastic pumpkin of Halloween treats.

The pollution prevention team's entry, "The good, the bad and the ugly," took first place. It edged out the fish and wildlife's more



Picasso-esque but untitled entry. Although the budget and hydro entries were well behind in the **patch**, each had its own distinction.

The budget team's entry was the most natural. It had no frills attached for fright or laughter, and it was also mostly a one-person job.

Budget manager Julie Hanes needed little help to pare and slash



Photos by Paul Hansen

away the unwanted and excess parts.

The hydro team carved the only look-alike entry. Some folks said the entry clue-title wasn't necessary – "I work in Fish- Who am I?" At the end of the event, deputy fish and wildlife manager Bob Austin said, "EF&W is undoubtedly on the carving edge of the agency." ◀



Champion carvers – (Top, left to right) Joseph Sharpe, Bob Hanan, Larry Purchase, Kevin George, Jim Meyer and Leslie Kelleher pose with their winning pumpkin. (Bottom) Bob Austin poses with his look-alike entry by the hydro integration team.

Team-shares point to a good FY 1999

By most measures, BPA had a good FY 1999. And measure is the name of the game.

Most businesses measure their success by the bottom line. The final accounting isn't done yet. But BPA has preliminary net revenues of about \$167 million and finished the year with financial reserves of about \$670 million. BPA's business lines both did well on the cost and revenue sides.

For example, the Power Business Line expects to exceed its \$1.180 billion net operating margin target by about \$157 million. And the Transmission Business Line expects to have a net operating margin about \$15 million above its \$309 million goal. The TBL revenues could still be reduced by the 1999 depreciation study.

Net operating margins are revenues minus operating costs. They are before payment of uncontrollable or fixed costs. The latter include the residential exchange, debt service, fish and wildlife, interest and depreciation.

Besides the bottom line, BPA met its responsibilities and performed well in other areas. The lights stayed on, the agency passed all its Y2K milestones and tribal and constituent satisfaction soared. BPA also stayed on track with the subscription rate case and the unified fish plan.

Still, there were some disappointments. The agency did not meet its safety target. And none of the business organizations or the agency as a whole

met their goals for improving the workplace environment.

Chief Operating Officer Steve Hickok said, "We select targets in order to focus on the most important things. We measure and report our progress throughout the year in order to be as effective as we can be. It takes a lot of effort to reach our goals, and a lot of adjustment along the way to deal with all the problems that come up.

"We did very well in 1999," Hickok said, "but our results also show us areas where we need to pay more attention in 2000."

The agencywide reward program is Success Share, which in FY 1999 could pay out a maximum of 1.5 percent of base salaries. For the past year, the agency achieved 6.75 of 9.0 targets. That translates to a payout of about \$500 for each full-time employee.

In addition to Success Share, the business lines, Shared Services and the various work groups within Corporate have their team-share rewards and recognition programs. Those groups designed their programs to suit their specific needs. All allow payout of up to 2.0 percent of base salaries for their awards.

The Power Business Line hit 7.75 of its 8.0 targets for a team-share payout of about \$1,195 per full-time employee. The Transmission Business Line hit 16.5 of 18.0 targets for a team-share payout of about \$1,035.

Shared Services expects to hit all three of its goals. Because each tier group has individual targets, the payout for each full-time employee will range between about \$900 and \$1,151. Payouts within Corporate vary depending on the way each work group set its targets and structured its rewards.

FY 1999 was indeed a good year. ◀

Ian Templeton is a writer in communications

Seattle holds CFC "fun" raisers

Employees in BPA's Seattle office came up with various fun ways to support the Combined Federal Charities this year.

On each of three Fridays in October, the office held a different event. Work group managers hosted a make-your-own sundae bar to kick off the drive on Oct. 15. Employees gave donations for their sundaes. Then three folks held a pie-eating contest. The donated funds went to the charity sponsored by the winner of the contest.

Office manager Judy Polenske sponsored Child Haven and won the contest. Tony Koch sponsored the Cousteau Society and Ron Schuman sponsored the Autism Society of America. On the succeeding Fridays, money donated for the events went to those charities in turn.

The next two "fun" raisers included a pizza party and a chocolate contest. ◀

Kyra Stewart works in regional relations at the Seattle office



Ready, set, inhale – Tony Koch, Judy Polenske and Ron Schuman put their best faces forward in a pie-eating contest. The Seattle office held fun competitions to raise money for the Seattle area CFC campaign.

Photos by Mark Freckleton

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Charity has ties to BPA

BPA has close ties to one of the Combined Federal Charities groups. Oregon HEAT is a non-profit corporation that helps low-income families keep their heat on.

The Home Energy Assistance Team was born in 1989. Colleen Bennett, wife of BPA attorney Joe Bennett, was a pioneer for HEAT and served as its first executive director.

BPA and other energy groups in Oregon support HEAT. Portland General Electric and PacifiCorp send information with their bills and handle donations from bill-payers. In 1994, BPA and HEAT teamed up on a successful conservation project in McMinnville.

This year HEAT helped keep the lights and heat on for nearly 10,000 needy people. Of those, 500 were disabled, 250 were senior citizens and nearly 5,000 were children.

Folks from other charities and from energy groups make up the HEAT board. Former BPA Administrator Randy Hardy was a member. Today, Don Davey of energy efficiency serves on the board for BPA.

Employees can stop at the Oregon HEAT display during the CFC fair at headquarters. Or call Oregon HEAT at (503) 612-3790. ◀

From engineers to accountants, information systems to tribal relations, Native Americans serve in varied positions at BPA. And they bring a perspective that helps expand the thinking of people from other cultures.

"I try to help BPA people see the connection between BPA issues, the land, the people and the ecosystem," says Darrell Eastman, BPA tribal liaison. "Water is our most precious resource. Whatever we do to it, we do to ourselves."

Patricia Tawney, another BPA tribal liaison is also a Native American. She sees the issue the same way but says it differently. "It's suicide to think of water as no more than a commodity," she says.

New ways of looking at things. It's a way of seeing with your heart, Eastman says, that Native Americans do naturally. "We're all human beings," he says, "we're just raised to think differently."

Events like November's American Indian Heritage Month, with art shows and guest speakers and exhibitions, are created specifically to celebrate, to inform and to connect.

With an eye toward appreciating the contributions and the experiences of Native Americans in BPA's workforce, here are some snapshots of several members of BPA's American Indian/Alaskan Native Council.

Darrell Eastman

Darrell Eastman came to work at BPA in 1971 as an engineering technician. From 1985-1995, he reviewed weatherization products for BPA's conservation programs. But it was only recently that he finally ended up "where I was meant to be."

As a BPA tribal liaison, Eastman believes that his work in "bringing issues to the tribes and creating opportunities for relationship building," reaches way beyond BPA's four-state region. "This region is strong enough that we can have an impact nationally and in the world," he says.

"The whole United States is envious of the Pacific Northwest. This is the last frontier of the lower 48, and the whole region is trying to save it," Eastman says.

As a Native American from the northern

Cheyenne tribe, Eastman has seen BPA advance dramatically in the past five to ten years in its awareness of cultural issues. But the opportunities for Indians to get work with BPA are still limited. He's had friends who've applied and interviewed "and can't seem to get over the hump."

Ann Astorga-Juarez

Ann Juarez is from the Tlinget nation, one of the indigenous peoples of southeast Alaska that have lived there for thousands of years. Her family comes from Juneau, Alaska. Juarez has been at BPA since 1985. She came from the U.S. Forest Service and has held a variety of jobs at BPA. Today she is a computer specialist in transmission's support services.

Juarez is concerned about recruiting efforts.

"BPA's Native American population is decreasing at a steady rate with no attempt to hire more," she says. She is also concerned about water and fish issues. The Tlinget's, including her family, have always earned their livelihood from the sea.

Juarez says, "Non-Indian peoples need to learn to respect mother earth since everything

they do to her, she repays in kind. This includes global warming, the increase in flooding and other natural disasters."

Alivia Long

Alivia Long has been a contractor at BPA since 1984. She is part of the Creek tribe – originally from Georgia, Alabama and parts of Florida – that relocated to Oklahoma during the Trail of Tears. Her children take great pride in their heritage, she says, "which is something that my mother is happy to see."

"It hasn't always been easy for American Indians to come forward," she says. Her great grandfather, for instance, changed his Indian name "to something more acceptable."

Long worked in land until 1995, then moved to the disbursement operations group. She does a variety of administrative tasks in support of accounts payable, travel and payroll.



Native Americans at BPA

Karen Graves-Pyrch

Karen Graves-Pyrch came to BPA in 1978 as a co-op student in the financial group. She was the first co-op student hired outside of engineering. After she graduated in 1981, she joined BPA as an accountant. Aside from a three-year stint in energy resources, she has worked in various incarnations of financial services at BPA ever since. Today, she works in accounting operations.

Pyrch is enrolled with the Absentee Shawnee tribe in Oklahoma. Born in Portland to parents who worked for the Bureau of Indian Affairs, she lived on a reservation in North Carolina for part of the time she was growing up. How is it to be a Native American working for BPA?

"I see it not so much as an Indian but just as a person," she says, "and it's good."

"But there aren't many Indians left at BPA," she says. The Native American resource group has dwindled. She hopes BPA can recruit to bring more Native Americans to BPA. "There are Indian recruiting efforts that could be done more locally to be successful," she says. Pyrch cites the past practice of sending recruiters to the Southwest.

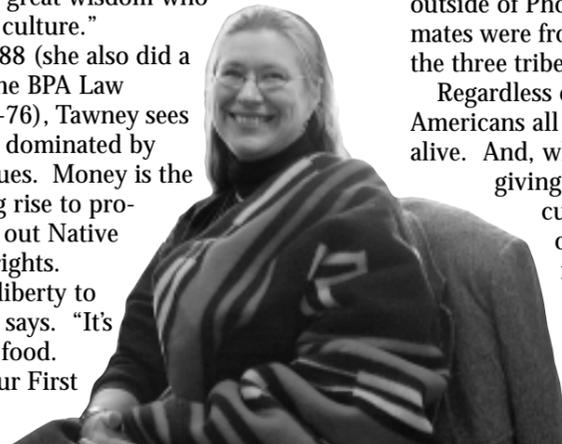


Patricia Tawney

Patricia Tawney is a member of the Isleta Pueblo (Naatoohi). "We like to say that New Mexico is around us, we're not in New Mexico," she says. "The Isleta people have been dealing with EuroAmerican impacts since the era of the Spanish Inquisition. We were certainly here long before New Mexico existed," she says.

While Tawney believes her Indian heritage helped her get her current job as tribal liaison, she had much to learn. "What you know about pueblos is not what you need to know about Lower Columbia River treaty tribes." And she's learned a lot. "I have been so privileged to work with such incredible elders in this job," she says. "They're people of great wisdom who articulate for their culture."

At BPA since 1988 (she also did a five-year stint in the BPA Law Library from 1971-76), Tawney sees the BPA culture as dominated by EuroAmerican values. Money is the bottom line, giving rise to proposals like buying out Native American fishing rights. "Fishing is a civil liberty to tribal people," she says. "It's freedom, not only food. Would you sell your First Amendment free speech rights?"



On the other hand, she says, "I give BPA huge credit for realizing it needed to do something and for trying to do it. BPA is way ahead of other federal agencies in our efforts to build relationships with tribal governments. I'm pretty proud of BPA in that respect."

Evelyn Hartman

"I'm pretty much a jack of all trades," says Evelyn Hartman of her job in the Power Business Line information systems working on Y2K. And throughout her almost 20 years at BPA, Hartman has been everywhere and done everything. At one time she was the only BPA person who'd visited every BPA site in the region.

Starting out as a first aid instructor, she went on to project management in maintenance, and then to billing and contract information systems. In the process, she lived in Seattle, Spokane and Portland.

Hartman has arranged the art show for Native American Heritage month each year. Perhaps her greatest triumph was three



years ago when more than \$8 million of Indian art was displayed at BPA headquarters and the "Good Morning America" TV show visited. In one weekend, 100 tribes and dignitaries came through to see the display.

"They went home and reported back to their tribes, and there starts to be a realization that BPA is friendly," she says.

"The minority issues are not insurmountable if people are willing to mentor," she says. That's something she's done for many years over the course of her career and as a spiritual counselor for her Iroquois/Nottaway tribe. "My current organization and supervisor are great," she says. "I feel absolutely free to discuss any cultural issues."

Randy Ridenhour

"The Native Americans that work at BPA can help bring an understanding of our culture to this agency," says Randy Ridenhour, a manager in transmission's support services group. "This is important because of BPA's government-to-government relationship with the tribes and our work with them."

At BPA since 1981, Ridenhour has held a succession of personnel and other staff manager jobs in Portland, Vancouver and Spokane. This July he was appointed manager of the 130 people regionwide who handle BPA's transportation, warehouses, hazardous materials and procurement.

Ridenhour's grandfather was Cherokee, and for the first five years of his life Ridenhour lived on a Navajo reservation in northern Arizona. "I actually spoke the language pretty fluently," he says. Later, he went to school outside of Phoenix. A large number of his schoolmates were from the Apache tribe. The cultures of the three tribes were radically different, he says.

Regardless of their tribe, Ridenhour says, Native Americans all work very hard to keep their culture alive. And, while BPA is the best he's seen in giving employees flexibility to satisfy their cultural needs, he says it's hard for an organization as large as this. Ultimately, individuality can get lost in the organization-wide pursuit of "goals and objectives." ◀

Pat Zimmer is a writer in regional relations



BPA folks share late glimpses of a century and a millennium

From Lewis and Clark to London, the Northwest to The Netherlands, exotic beaches to everyday backyards – *Circuit* readers took their cameras out this summer. Several BPA folks and retirees sent their favorite snapshots from this last vacation time before the calendar turns to 2000.

The *Circuit* had only one “contest” rule – the need to show people. So we got an interesting variety of photos as you see here. Some may wonder about the *vacation* aspect of a few snapshots. But no doubt, all entries are favorites at least of the folks who submitted them.

We drew a name from the people who sent photos, and Debbie Stout from Transmission in Vancouver won the BPA Power T-shirt.

The *Circuit* didn't have official categories, but suggested some things you might want to shoot. We got good responses for most of those. Many sent photos of folks posed and hamming it up in scenic surroundings. We got a good variety of family and kids pictures. One person sent a photo with a pet, but we didn't see any real action shots. Marv Landauer came closest – lifting his son before a toss into Lake Shasta that was nicely posed.

Who took the photo farthest from home? It was a toss-up between two retirees – Bob Heims at Hanover, Germany, or George Starr at Provence, France. We didn't ask where they started from, so we'll let those who want to check the maps figure the distances.

The highest place in a photo appears to be a trail on Mt. Hood, with several BPA folks, including Suzy Sivyer who sent the photo. The largest group of BPA folks was Susan Peterson's six who hiked the Steens Mountains together.

The *biggest* family picture was of four people. T-shirt winner Debbie Stout and husband Tom made a foursome with their two grandchildren. We had several photos close to home, in backyards and parks. And two weddings – both outside the “lower 48.”

The person who had the biggest winnings on a vacation – that anyone reported – was Sharon Hart with \$1,400. And while it wasn't gambling in the strict sense of the word, she had proof with a photo of her king salmon catch, a copy of a check, and the Juneau, Alaska, newspaper of August 21.

Other folks shared snapshots of some of their favorite times and memories of this summer. We think they're all winners for doing so. And we hope all readers enjoy these late glimpses of BPA folks from the 20th century and 2nd millennium. ◀

— Jack Odgaard, editor



Lauri Croff of Environment, Fish & Wildlife and daughter Raina stopped at Buckingham Fountain in Chicago after Raina's graduation from Beloit College in Wisc. A friend snapped the photo. Later, the duo traveled to Disney World for a graduation present and Raina snapped mom during a downpour.



Debbie Stout of transmission and husband Tom share the hammock with grandkids Sarla (22 months) and Noah (2 years). One of the children's parents snapped the shot at Black Butte Ranch in central Oregon.



Retired photographer Bob Heims vacationed in Europe this summer with friends. He “sizes up” a smart car in Hanover, Germany, and pauses on a bike ride on a canal in Amsterdam, The Netherlands.



Jerri Kauffman of Shared Services and her husband spent time this summer cleaning up their property at La Pine, Ore. Hubby Gary snapped Jerri napping with their pet dog.

BPA hikers enjoyed a trek on Mount Hood this summer. Ed Holt of the Business Solutions Project snapped the group taking a break on Cathedral Ridge – (left to right) Suzy Sivyer of Transmission, former BPA employee Shirlene Clemens and husband Pete, Patty Holt (Ed's wife) of Corporate, and Alan Crymes of Shared Services.



Crystal Ball of communications married Brett Kadz in Calgary, Alberta on Aug. 7. Hubby Brett snapped her dancing with her brother, Blair. On their Jamaican honeymoon later, Crystal snapped hubby with a native who proudly displayed his dreadlocks hairdo – 30 years of growth.



Before she retired this fall, Sharon Hart of Corporate had an unusual vacation achievement. On Aug. 20 she finished fourth place in the annual Golden North Salmon Derby at Juneau, Alaska. Her 26-plus pound king salmon earned her \$1,400 cash. Nephew Mic-hael Boyko snapped Sha-ron with her prize catch.



Sami Ogden, age 3½ (center), and friends enjoy some fun in the mud this summer. She is the granddaughter of Mary Alice Pfeifer of Shared Services. Pfeifer's daughter and Sami's mom, Lisa Ogden took the photo in the yard at their Milwaukie, Ore., home.

Joanne Stief of Shared Services enjoyed Hawaii in late June, and got these family snapshots. Daughter Laurie and new husband Mike Hall were "Mauid" at Halealoha. Brother Rick Chambers at the Maui nature center seems to be holding the whole world on his finger.



Marv Landauer of Transmission and son Jordan frolic in Lake Shasta, Calif., this summer. Wife Pam took the photo.



Katy Baker and bunny enjoyed a visit to Orcas Island in June with her parents, Dennis and Lynn Baker. Lynn works in communications and snapped the photo.



Recent retiree Ken Kane is known as an ale and beer aficionado. This summer, before leaving BPA, he took a tour of pubs in England and Scotland. A friend snapped Ken behind the bar at Young's Brewery in London.



Audrey Perino of Power vacationed with husband Ken Kane a couple times this year. Ken snapped her in May with a college chum, Marina Alexander, on the Point Pleasant, NJ, boardwalk. In August she led niece Kerry and nephew Bob Masin on a hike of Silver Falls State Park in Oregon.



Hiking friends from BPA vacationed at Diamond Valley and the Steens Mountains in Oregon this summer. Dave Sparks, husband of Jackie, took this photo of the group at Wild Horse Lookout - (left to right) Judy Rush of Corporate, Damian Kelly of Power, Carol Edwards of Shared Services; Susan Peterson of Power and Jackie Sparks of Transmission.



Nancy Faber of Shared Services spent her summer as a new mother. Son Peter Dominic was born to Faber and her husband Bill on July 19 in Portland. Hubby Bill snapped the photo.



A BPA family of Alexanders from Transmission vacationed this summer along some of the Lewis and Clark trail. Leah Alexander snapped a shot of the Alexander trio heading out in their car (left to right) - brothers Gordon from Ashe Substation and Gregory from Munro Control Center with their dad, Robert, who retired as a substation operator. East of Great Falls, Mont., a passing tourist snapped their photo at Rainbow Falls on the Missouri River.



George Starr retired from BPA in 1995. He and wife Maxi enjoyed bicycling in Provence, France, this summer. A resident artist from Texas snapped this photo for them.

Circuit editor Jack Odgaard's daughter Sara visited Oregon on her summer break from college in the Midwest. Dad snapped beauty and the beast (a golden mantled ground squirrel) exchanging a peanut at a waterfall stop in the Cascades.



Ross gets clean bill of health from EPA

Years of work, \$10 million and a ton of cooperation later, BPA's Ross Complex got its final bill of health from the Environmental Protection Agency. Last month EPA passed BPA after a five-year review of the Ross hazardous materials cleanup effort. The review ensured that BPA's cleanup of the former Superfund site was effective.

BPA held a small ceremony at Ross in early October. Mark Maher, head of the Transmission Business Line, unveiled a plaque to mark BPA's successful project.

"We're proud of this accomplishment," Maher said. "It's a tribute to our employees and this plaque will serve as a reminder that BPA is a good neighbor," he said.

In 1996, EPA removed Ross from its Superfund list after its initial review of the site. Ross was placed on the list when the city of Vancouver, Wash., found contaminants in its drinking water from wells near Ross. Thus began an \$8 million investigation of all hazardous materials on the 250-acre site.

Officials ultimately found that the water contamination came from a



Superfund site marker – Employees gathered in Vancouver in October to dedicate a plaque at the Ross Complex. It marks Ross's removal from the Superfund list. Mark Maher, transmission senior vice president (center), unveiled the plaque. Tony Morrell (right) was manager for the cleanup project and recently retired from BPA.

Photo by Sherry Lind

state-run motor pool. But BPA's efforts cleaned up hazardous materials in the ground at the Ross site. And the work didn't stop there.

"We dug 33 wells to monitor progress, worked to prevent future soil contamination and replaced 2,500 PCB capacitors," said Tony Morrell. The PCBs are a hazardous substance that had been used as a coolant in electric equipment.

Morrell served as manager for the Ross project before he retired from BPA in September. "Construction of the HazMat building in 1994 was even the result of our increased awareness of environmental issues," he said.

Cooperation was a big part of the success of BPA's project. BPA didn't dispute the EPA's findings at Ross. Instead, it worked closely with EPA and the Washington state Department of Ecology.

"The lesson for others is to focus on what needs to be done," Morrell said. "BPA didn't spend lots of money and time on disputes and legal fees. Instead, we put our money and efforts into the project to ensure that BPA continues to be a responsible neighbor." ◀

Linda Anderson is a writer for Transmission

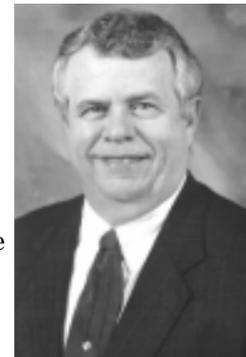
Top award to Johnson

Fred Johnson has received the top award for federal service. The Transmission Business Line vice president for field services last month got the Presidential Executive Rank Award. Only one to five percent of senior executives get the award each year.

The award goes to people who make extended contributions to the federal

service. A panel of private citizens selects awardees. Johnson didn't attend the Oct. 19 awards program in Washington, D.C. Instead, he went to TBL field meetings with workers around the region. Employee communications was one of the traits noted for his award.

Administrator Judi Johansen announced the award to Johnson at the Oct. 22 all-employee meeting. "Fred is one of those people who is truly dedicated to his staff, to BPA and to the spirit of public service," she said. ◀



Fiber optics could serve rural areas

More than 200 officials from rural Northwest towns attended a fiber optics conference in Spokane this fall. BPA and the Washington PUD Association sponsored the two-day event.

Mayors and town managers from Idaho, Mont., Ore. and Wash.

learned about all aspects of fiber optics. Speakers talked about the benefits and uses of fiber optics. Vendors showed their products and others discussed their services.

BPA has excess space on its system since it began installing more than 4,000 miles of fiber optic cable a few years ago. The new technology cable replaces telephone lines for communication. BPA strings the cable on the transmission grid to connect the agency's 365 substations and centers.

Since BPA has the excess space, public bodies and others in rural areas could lease the space. Thus, fiber optics is available to help rural areas where private firms may not provide the service. ◀

Employee dies after heart attack

BPA chemist Greg Hetland of Vancouver, Wash., died of congestive heart failure on Oct. 14. He was 49.

Hetland was driving to work Oct. 13 on State Road 500. His car went off the road near NE Andresen Street when he suffered a heart attack. He was taken to Southwest Washington Medical Center where he died the next day. Hetland came to work for BPA in 1989. He worked the past several years in the chemistry lab at the Ross Complex and specialized in hazardous waste analysis.

Hetland was buried at Evergreen Memorial Gardens Cemetery. He is survived by his wife, Linda, and sons Jason and Jeremy of Vancouver. Memorial contributions may be made to the Glenwood Community Church, P.O. Box 70117, Vancouver, Wash. 98665. ◀



November Anniversaries

20 years

Lesley M. Johnson, Program Analyst, Corporate, Portland
Cathy L. Schaufelberger, Public Utilities Specialist, Interchange Scheduling
Thomas H. Von Muller, Economic Development Account Executive, Communication and Liaison, Spokane
Larry D. King, Public Customer Account Executive, Eastern Power Business Area, Burley
Donald Crossland, Lineman, TLM, North Bend
Teri J. Fuller, Substation Operator, Substation Operations, Olympia
Roger L. Whittaker, Electrical Engineer, Control and Protection, Portland
Sokom K. An, Electrical Engineer, HV Equipment, Vancouver
Lodia R. Davis, Cost Analyst, Operations & Planning, Vancouver
John S. Weston, Supply Systems Analyst, Process Management, Vancouver
Richard J. Teiper, Land Surveyor, Survey/Mapping/Photogrammetry, Portland

25 years

Judy R. McElhaney, Executive Assistant, Executive Office, Portland
Joseph H. Frank, Mathematician, Information

System Development, Portland

Peter L. Yost, General Engineer, Construction and Maintenance Services, Vancouver
Porfirio V. Mendoza, Electrical Rigger, General Craft Services, SPC, Burley
Linda B. Coila, Office Manager, Walla Walla
Roy D. Broumley, Substation Operator, Substation Operations, Franklin
Roy D. Schelembaum, Electrical Engineering Technician, Substations, Portland
George K. Britt, Lineman Apprenticeship Coordinator, Technical Training & Continuing Education, Vancouver

30 years

Jan L. Portner, Visual Information Specialist, Audio/Visual Media, Portland
Jacob G. Taasevigen, Electrician Foreman I, Substation Maintenance, Chemawa
Douglas D. Douthit, Electrician, Central Electrical Services, Vancouver
Phillip R. Dungan, Lineman Foreman I, TLM, Redmond
Lawrence E. Tobkin, Data Systems Craftsman II, Control Center Hardware Maintenance, Vancouver
Marjorie L. Callanan, Procurement Technician, Materials Management, Vancouver
Dennis A. Wooley, Supply Systems Analyst, Materials Management, Vancouver
John H. Moore, Civil Engineering Technician, Survey/Mapping/Photogrammetry, Portland
Jack Leach, Computer Specialist, Telecommunication Service, Vancouver

Retirements

Richard L. Benrose, HRMIS Project Manager, Employee Services, retired Sept. 25 with 34 years service
Eugene Davis, Jr., Electrical Engineer, Transmission Contracting, retired Sept. 24 with 33 years service
John R. Dolezal, Commodity Manager, Materials Management Logistics Services, retired Sept. 30 with 33 years service
Cue W. Elliott, Line Equipment Operator, Transmission Field Services, retired Sept. 30 with 28 years service
Jules Esztergalyos, Electrical Engineer, Control & Protection, retired Sept. 30 with 35 years service
O. Jane Franks, Public Utilities Specialist, Energy Efficiency, retired Sept. 25 with 32 years service
Patrick J. Fox, General Engineer, Contract Generating Resources, retired Sept. 30 with 31 years service
Wayne Gabel, Structural Engineer, Transmission Development, retired Sept. 30 with 33 years service
Mark L. Greathouse, Computer Specialist, Desktop Client Services, retired Sept. 30 with 20 years service
Patricia A. Hanson, Realty Assistant, Real Property Services, retired Sept. 30 with 20 years service
Harold W. Harsch, II, Lineman Apprenticeship Coordinator, Technical Training, retired Sept. 30 with 29 years service
Sharon Hart, Disbursement Technician, Disbursement Operations, retired Sept. 30 with 21 years service
Roy N. Hedahl, Computer Specialist, Shared Services, retired Sept. 30 with 33 years service

J. Patrick Higgins, Systems Analyst, Employee Services, retired Sept. 25 with 29 years service
Philip J. Jordan, Electrical Engineer, Information System Development, retired Sept. 30 with 29 years service
Paatrisa MacDaniels, Environmental Specialist, Pollution Prevention and Abatement, retired Sept. 30 with 25 years service
Anthony R. Morrell, Environmental Specialist, Environmental Analysis, retired Sept. 30 with 29 years service
Jerald K. Nielsen, Line Equipment Operator, Transmission Field Services, retired Sept. 25 with 24 years service
William W. Obley, Mechanical Engineer, Asset Utilization, Logistics Services, Support Services, retired Sept. 30 with 36 years service
James H. Partridge, Public Utilities Specialist, Generation Supply/Operations, retired Sept. 30 with 29 years service
Quintin D. Peasley, General Engineer, Design and maintenance, retired Sept. 30 with 41 years service
Francis M. Phillips, Electrical Engineer, HV Equipment, retired Sept. 10 with 29 years service
Frank E. Rausch, Auditor, Internal Audit, retired Sept. 30 with 31 years service
Jack Robertson, Deputy Administrator, Executive Office, retired Sept. 30 with 25 years service
Benjamin E. Stroup, Fiber Optics Implementation Specialist, Construction and Maintenance, retired Sept. 30 with 32 years service
Ronald G. West, Electrical Engineer, Telecommunications, retired Sept. 30 with 35 years service

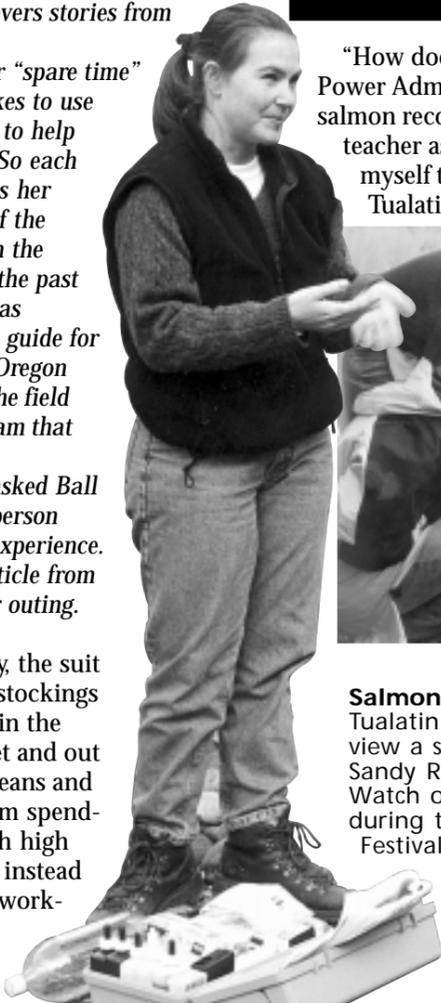
Crystal Ball works with the news media in BPA's communication group. She answers calls from reporters, works on press releases and helps plan education events for the media. She gets into the field whenever she can and often covers stories from there.

In some of her "spare time" at work, Ball likes to use what she learns to help educate others. So each fall usually finds her helping at one of the salmon events in the Northwest. For the past four years she has volunteered as a guide for Salmon Watch. Oregon Trout sponsors the field education program that BPA funds.

The Circuit asked Ball to write a first-person account of her experience. She filed this article from her mid-October outing.

Today, the suit and stockings stay in the closet and out come the blue jeans and hiking boots. I'm spending the day with high school students instead of fellow office workers.

Photo by an Oregon Trout member



Salmon Watch is a stream thing

"How does the Bonneville Power Administration feel about salmon recovery," the science teacher asks after I introduce myself to the students from Tualatin High School.



Photo by Crystal Ball

Salmon Watch - (Above) Tualatin High School students view a spawned salmon in the Sandy River. The Salmon Watch outing took place during the Oxbow Salmon Festival near Gresham, Ore.. (Left) Crystal Ball of BPA communications led the high school class on a Salmon Watch field trip.

It's a beautiful October day without rain clouds clogging the bright blue sky. A cool breeze blows off the Sandy River inside Metro's Oxbow Park and I ponder the question. I could recite the impressive figures we use in communication to relate how much BPA spends on salmon recovery each year or I could try to explain complicated hydropower operations. Instead, I say, "We don't want to lose them."

Of the millions of dollars BPA spends each year on salmon recovery, a very small portion goes to funding an impressive program called Salmon Watch. It's a collaborative, environmental education program for middle and high school students in Oregon.

About four volunteers from various organizations and interest groups participate in each school field trip. At my station, the students and I evaluate water quality. Since we've just watched a number of fall Chinook salmon spawning upriver, we assume this is a river of high quality, but we conduct a dissolved oxygen experiment to learn more.

The experiment is a hit as the water changes colors with each

addition of chemicals, and then changes back to clear with about 10 drops of sodium thiosulfate. Each drop is equal to 1 part per million (ppm) of dissolved oxygen. I tell the students salmon thrive in rivers with about 6 to 10 ppm. Our example yields about 9 ppm.

But the students want to know more about salmon. For example, one student who wears a cap embroidered with the name of an ocean charter boat asks me how many fish die when they go through the turbines - like going through a blender.

I'm not surprised by the comparison since it's often reported in newspapers this way. I talk to him about fish screens and improvements in power generating equipment and tell him baby salmon aren't made into milk shakes. We laugh, but now he's more informed.

The thing is, I've learned I don't need a degree in biology or chemistry to help kids learn about the natural environment. Oregon Trout makes the step-by-step directions for each experiment available. But they need the volunteers to teach the next generation of decision-makers about the importance of wild fish conservation and watershed management.

Knowing I'm responsible for the success of a Salmon Watch trip is what makes me search for chemicals such as sodium thiosulfate and those funny looking polarized glasses each year. ◀

BPA splashes for salmon

From Boise to Gresham to Kettle Falls to Walla Walla, BPA again made splashes this fall. The splashes were Kids in the Creek outdoor classrooms. BPA folks and others led school groups into the water to check the health of streams for fish.

Rob Swedo, government coordinator at Spokane, said BPA's Kids in the Creek program was again the most sought-after activity at salmon and water festivals around the region.

Mechanical engineer Tom Osborn was one of several BPA folks who volunteered to work at events last month. He said some employees don't realize how valuable these programs are to BPA.

"One of my goals is to let kids know that it's fun to be a scientist, biologist, engineer or other employee at BPA," Osborn said. "And if they work hard in school, they too can get a job that is fun and that makes a difference."

Osborn said, "BPA's program is memorable for kids and their parents. At Boise we even had parents join the Kids in the Creek. And some of the school kids brought their parents back later in the day."

Osborn said, "These types of programs are important for BPA and our future. They make an imprint on kid's lives. After all, what do we remember most from our school years?"

"When I look back," he said, "the things that really stick out in my mind are the field trips to



the dam and fish hatchery. The field trips are what I really remember most ... not the classroom time."

"Sure we have important things to do to run our business," Osborn said, "but we need to help educate people too. If we don't partner to educate our children, who will?" he asked. ◀



3



4



5



6



8

Kids in the Creek lineup - (1 & 2) Biologist Andy Thoms leads a line of school children into the creek at Wenatchee while engineer Henry Macias lines up boots for another class. Photos by Craig Newcomb

Wenatchee waders - (3 & 4) Sickler substation engineers Fred Bryant and Martin O'Rourke lead field classes in the stream. Photos by Craig Newcomb

Rocks and bug hunt - (5) Val Shelton of the Spokane office leads a class on a stream bug hunt at the Lake Roosevelt water festival. Photo by Jessi Phelps

Walla Walla watchers - (6) School teacher Carmen Parker (standing) and parent Penny Royse led a class at Walla Walla. Photo by Tom Osborn

A real fish fan - (7) BPA's Tom Osborn from Richland, Wash., wore a fish hat and answered questions for young students during this fall's Salmon and Steelhead Days at Boise, Idaho. (Photo by Larry King)

Volunteers - (8) Pat Zimmer of regional relations (center) and Dave Thomas of communications (right) staff BPA's booth at the Oxbow Salmon Festival on the Sandy River near Portland. Employees around the region volunteer at salmon and water festivals each fall. Photo by Paul Hansen



1



2



A perfect day for a marathon



Many marathon runners and walkers are convinced that it's true. The one day of the year you can bet on to be beautiful in Portland is the Portland Marathon. Many marathoners are also grateful that that's so.

This year's 28th Portland Marathon, on Oct. 3, was as beautiful as any in memory. For the runners and walkers, for the volunteers and workers, and for the cheerers and watchers.

Several BPA folks again ran or walked the marathon course. Others took part in the mayor's run. And many people again volunteered as workers to help make the event a success.

Captain Don Davey reported that 43 BPA employees and helpers turned out to staff the 21st mile aid station. Spouses, children, other relatives and friends joined more than two dozen BPA folks at the award winning station that BPA and the Portland Kiwanis Club staff each year. ◀

Marathon smiles - Workers, walkers and runners (well some runners) alike wore smiles in this year's Portland Marathon. The great marathon weather brought out the best in people - in more ways than one. Roving photographers caught the action around BPA's 21st mile aid station. How many of the dozens of BPA and former BPA folks, doing the Marathon and volunteering, can you see in these snapshots?

Photos by Don Davey, Bill Doubleday and Ken Kane

Puyallup legend

by **Scott Lawson**

Across

- 1 Feats
- 6 Civil rights org.
- 11 Western U.S. time zone
- 14 Roman hall
- 15 Flowerless plant
- 16 Espy
- 17 Bayou
- 18 Cubic meter
- 19 Japanese money
- 20 Location of 35A
- 23 Monk title
- 26 Shakespeare's king

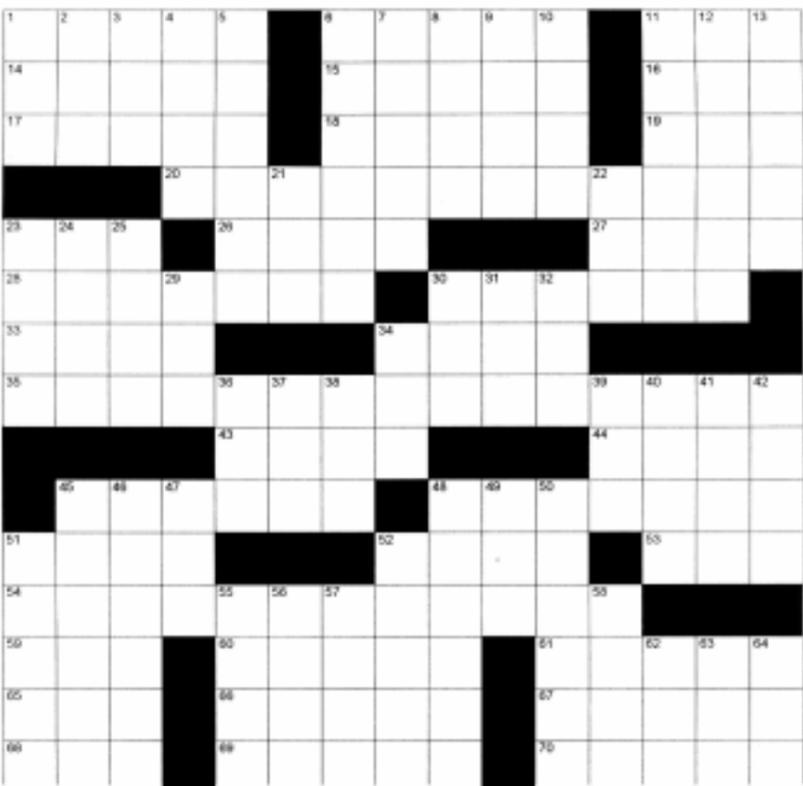
- 27 Bible pronoun
- 28 Ill-defined
- 30 Wyeast Mt. now
- 33 Burrowing rodent
- 34 Common Asian staple
- 35 Tamanawas bridge
- 43 Eager
- 44 Opera part
- 45 ___ in distress
- 48 Mt. Klickitat now
- 51 Timber wolf
- 52 Abscess
- 53 ___ Miserables
- 54 "Lady of Fire" of 35A

- 59 Doctor's Org.
- 60 Collide
- 61 Below
- 65 Mal de ___
- 66 Strange
- 67 Path
- 68 Total
- 69 Passover meal
- 70 Finished

- 2 Schedule information
- 3 Blunder
- 4 Compact ___
- 5 Father of 30A and 48A
- 6 Racing org.
- 7 "I do" locale?
- 8 Old
- 9 Concern
- 10 Pare
- 11 Lunatic
- 12 Searched
- 13 Edgy
- 21 Black or Caspian
- 22 Ear (comb. Form)
- 23 Stupid
- 24 ___ about (2 wds)
- 25 Roman 1151
- 29 Directed
- 30 Mass. College
- 31 Click of tongue
- 32 ___ Haw
- 34 Mayberry ___
- 36 Neon for one
- 37 Night before
- 38 Lubricant
- 39 ___ about
- 40 Type of test
- 41 Stop on a ___
- 42 Back talk
- 45 Ill-fated
- 46 On shop
- 47 Cut (as grass)
- 48 Parent
- 49 ___ tok
- 50 Entice
- 51 Peruvian animal
- 52 Count ___
- 55 Cools down
- 56 Elm or oak
- 57 Shortening
- 58 Soon
- 62 Defective shell
- 63 French season
- 64 Crimson

Down

- 1 Grand Coulee, e.g.



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